

Kirby Muxloe Primary School



Anti Bullying Policy

Status: Voluntary

Date adopted by Trust Board: July 2025

Date for review: Summer 2027

Introduction

We are committed to make Kirby Muxloe Primary School a place where everyone is respected, feels safe and secure and has the opportunity to reach their full potential. Bullying prevents this from happening and will not be tolerated.

Our Schools Definition of Bullying:

We have adopted the Anti-bullying Alliance's definition of bullying:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online."

Bullying is not:

It is important to understand that bullying is separate to other negative or unwanted behaviors that might include:

- Being unkind or mean in person or online
- Falling out with friends
- Hurting other children, even if this happens more than once

These behaviours are still unacceptable but will be classed as behaviour incidents rather than bullying and will be dealt with in line with the school's behaviour policy and/or pastoral/ friendship support as appropriate.

Types of Bullying:

We recognise that bullying can take many forms, which, for example, may focus on race, religion, gender or sexual orientation

Bullying (as defined above) can include, but is not limited to:

- **Physical:** hitting, kicking, stealing, hiding other peoples' belongings, damage to belongings, anything physically unpleasant, taking someone's money or possessions against their will
- **Verbal:** naming calling, insults, religious remarks, offensive remarks, taunting and teasing, mocking, threatening language, language that which is threatening, cohesive, sexual, homophobic or racist.
- **Emotional:** spreading nasty rumours, excluding others, isolating and ignoring another pupil.
- **Cyberbullying:** includes all areas of the internet such as social media, online gaming, emails, chat rooms, threatening or abusive text messages or calls, video calling.

All staff should also be aware of the possibility of a member of staff bullying a child. Should anyone suspect that this is taking place, this should be reported immediately to the Head Teacher. If the Head Teacher is suspected of bullying, the matter should be reported to the Chair of Trust Board.

Bullying outside of School

Head Teachers also have powers to respond to bullying outside of school premises, and to search for and confiscate items that may have been used to bully or intimidate (The Education and Inspections Act 2006: The Education Act 2011). The Head Teacher should also consider whether it is appropriate to notify the police of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Where bullying away from the premises is reported to the school (where both parties attend the school), it will be investigated and action taken if appropriate. There may be limits to what action the school can take regarding out of school incidents.

Guidelines for implementing the Policy:

We proactively promote an 'open door' policy at Kirby Muxloe Primary School, both for parents and children so that we establish a safe and secure learning environment to share any anxieties and share concerns. We use our PSHE curriculum, values and assemblies to promote this philosophy with the pupils.

A report of bullying may come via numerous routes including through members of staff, peers and parents/carers. Pupils are encouraged to report all incidences of suspected bullying, whether they are bystanders or targets. We explain the differences between bullying and other negative and serious behaviours.

Procedures for reporting

Pupils:

- Pupils are encouraged to tell an adult if they witness potentially bullying behaviour.
- They are encouraged to report possible bullying to any member of staff, a friend, or a member of their family.
- Children can request to talk to someone, including the Pastoral Assistant in school
- Children who are 'bystanders' are encouraged to support their peers by reporting any suspected bullying.

Parents:

- Parents are encouraged to share any concerns with their child's class teacher as soon as they have concerns.

Staff:

All staff have the responsibility for the health and well-being of the children and have the duty to respond seriously to any claim of bullying. The following steps may be taken when dealing with incidences:

- If bullying is reported or suspected, the incident will be dealt with seriously and immediately by the person approached.
- If they are unable to investigate, the matter must be referred to a more appropriate member of staff (see appendix 1).
- A clear account of the incident will be recorded on Cpoms and the Deputy Headteacher alerted. All instances of suspected bullying will be recorded as such and monitored for patterns of behaviours.
- Parents and pupils will be kept informed.
- Consequences and sanctions will be used as appropriate (in line with our Behaviour Policy) and in consultation with all parties concerned.
- Where the school is satisfied that the evidence is consistent with bullying in line with definition above (e.g. multiple witnesses, consistent accounts etc.) then the behaviour will be amended from being logged as 'alleged bullying' to 'bullying' by the Deputy Headteacher.

Procedures for outcomes and support

The child who has alleged to have been bullied:

- The alleged bullying behaviour or threats of bullying must be investigated immediately and if bullying identified, the behaviours vigorously addressed.
- Following this:
 - o The pupil will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their fault.
 - o The pupil will be consulted with on how to rebuild relationships with the perpetrator if they want to do this.
 - o The pastoral assistant will offer support to the child.
 - o Following on from investigations, staff will 'check in' periodically with children that have been a target of bullying to ensure the child feels happy and safe at school.

The Perpetrator:

- Where a child is deemed by the school to have bullied another child in line with the definition above, the action below will be taken (where not deemed to be bullying, the behaviour policy will be followed instead):
 - o Firstly and most importantly, the pupil should be helped to realise that bullying will not be tolerated, that it must be stopped immediately and that there can be no re-occurrence.

- o Children are helped to reflect upon their actions and to empathise with how the targeted child may feel.
- o The perpetrator will be asked to genuinely apologise, in writing or in person.
- o Children that have bullied are supported to modify their behaviour. This may be through a behaviour plan, structured lunchtimes, pastoral assistance and involvement of parents to reinforce the unacceptable nature of bullying.
- o Other consequences may take place such as loss of break times or other 'privileges' in school.
- o An internal exclusion or external suspension may be considered if appropriate.
- o After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Parents

- Parents/carers of both children will be kept informed throughout the process.
- Close contact will be maintained with the targets parent/carer to ensure the pupil is happy and feels safe in school
- Parent's views will always be considered, but as a school we will stress that wherever possible reconciliation will be considered in order to provide clear resolution for all concerned whilst not condoning bullying.
- There is the potential for parents and the school to disagree about whether behaviour constitutes bullying or not (in line with the definition above). It is always hoped though that there will be agreement on this.

Proactive Strategies

Our school's proactive strategies include, but are not limited to:

- We are a Telling school. This means that anyone who thinks that bullying is happening is expected to tell the staff, parents or a trusted adult. This is a message that will be promoted at all times and with all of the school community.
- The school has a clear values and a supporting behaviour policy that promotes good behaviour. The rules are clear and the focus on positive attitudes.
- We take part in the National Anti-Bullying week in November each year, involving all children in assemblies and class activities to ensure all children know what procedures should be followed.
- The school's PSHE curriculum provides children with opportunities to discuss their feelings and attitudes and promotes a positive climate and develops understanding of differences including race, religion or culture, SEN or disabilities, health conditions or appearance and family/home circumstances.
- Teaching staff, pupils and parents are made aware of how to use the internet safely and of the possibilities of cyberbullying
- The Junior Leadership Team will include behaviour and bullying as an agenda item.
- The principals of this policy will be discussed with all pupils and the policy will be made available to parents on our website. This is to ensure that all pupils understand the school's policy of zero tolerance of bullying and their role in making it a success.
- Becoming involved in new anti-bullying initiatives and strategies as they are made available.
- Anti-bullying training for Trustees (including the named trustee for anti-bullying) and relevant staff will be provided with updates and training as appropriate to encompass new or specific areas of bullying such as cyberbullying or subtle forms of bullying.
- Incidents will be logged and monitored on a termly basis by the Deputy Head Teacher. This information will be given to the Head Teacher and shared with the Trustees in the Head Teacher's report.

Other Policies and documents linked to the Anti-bullying Policy

- Behaviour Policy
- Online Safety Policy
- Child Protection and Safeguarding Policy

A guide to the route of reporting suspected bullying, recording and evaluating the policy

Level of Responsibility	Actions	Possible Further Actions
Parent/carer	<ul style="list-style-type: none"> • Report incident to class teacher • Agree plan of action 	<ul style="list-style-type: none"> • Parents might be encouraged to keep an incident log
Visitors to the site i.e. children/peers	<ul style="list-style-type: none"> • Report incident to a member of staff 	
LSA, Lunchtime Supervisor	<ul style="list-style-type: none"> • Report incident to class teacher • Log incident 	
Class Teacher	<ul style="list-style-type: none"> • Log on Cpoms as 'alleged bullying' • Investigate allegations with pupils concerned, including any witnesses • Make an initial judgement as to whether they feel it should be classed as bullying and speak to Deputy Headteacher to confirm judgement. • Parents informed of outcome and sanctions (if appropriate). 	<p>If Bullying is confirmed as having happened:</p> <ul style="list-style-type: none"> • Monitor and review behaviour, ensure sanctions applied • Ensure the target is supported, refer to Pastoral Assistant • Talk through feelings with the pupils concerned • Ensure the policy is fully understood, and why what they have done is bullying. • Sanctions shared with all parties concerned
Deputy Headteacher	<ul style="list-style-type: none"> • Confirm bullying (if appropriate) with class teacher and record on Cpoms. • Review outcomes with class teacher 	<p>If Bullying is confirmed as having happened:</p> <ul style="list-style-type: none"> • Involve outside agencies • Review sanctions & discuss with HT if significant sanctions required. • Behaviour plan may need to be put in place • Promote Anti Bullying week <p>Meet with parents where judgements are contested</p>
Head Teacher	<ul style="list-style-type: none"> • Periodic review of bullying incidents with DHT • Review of Policy with DHT & Trustees 	<ul style="list-style-type: none"> • Authorise Internal exclusion/ suspension if appropriate • Report incidences to Trustees
School Trustees	<ul style="list-style-type: none"> • Look for trends of bullying for reports 	<ul style="list-style-type: none"> • Dialogue with HT & DHT • Review of policy